



Apprenticeships Fact Sheet

Our Goal

- Increase the number of women participating in pre-apprenticeship and apprenticeship programs.

Fast Facts

- Apprenticeships offer an “earn-as-you-learn” model that provides a pathway to family-sustaining wages, on-the-job training, and mentors, while reducing the need to take on student loans. Meanwhile, businesses have the opportunity to participate in the cultivation of a skilled and valuable workforce.
- Women comprise only about 7% of Registered Apprenticeship Program participants.
- According to a U.S. Department of Labor study:
 - ✓ The average starting salary for an apprentice is \$70,000;
 - ✓ 9 years after enrolling in a registered apprenticeship, women could expect to earn an average of \$47,586 more than they could have otherwise expected to earn;
 - ✓ After 36 years, they were projected to earn an average of \$98,718 more over the course of their career.
- Addressing issues to position women to succeed and utilize apprenticeship opportunities:
 - ✓ With the apprenticeship model expanding to a wider range of industries and sectors, a greater number of women have been entering and succeeding in apprenticeship programs in areas such as information technology, healthcare, and advanced manufacturing. Traditionally, however, most of the apprenticeship programs have been concentrated in the building trades such as construction, mining, or ironwork. Historically, those have also been fields with low rates of participation by women, leading to a perception that those occupations might not be well-suited for them;
 - ✓ Stakeholder feedback describes the broader concerns among women about their workplace safety and security, ranging from access to proper safety training and gear to issues related to sexual and workplace harassment;
 - ✓ Some of the issues that prevent women from joining pre-apprenticeship and apprenticeship programs—or joining the workforce in the first place—include child care, transportation, and domestic violence services. Support with these issues helps women complete apprenticeship programs and later commit to these jobs.
- Launched in 2018 by the U.S. Department of Labor, and continuously updated, Apprenticeship.gov is the one-stop source for all things apprenticeship.
 - ✓ Career seekers can use the Apprenticeship Finder to identify open apprenticeship opportunities to launch their career.
 - ✓ Job creators can learn about the benefits of apprenticeship and post their available apprenticeship opportunities.

Women's Bureau Work in Action

- The Women's Bureau evaluates promising apprenticeship models for employers and workforce development centers, and examines exemplary approaches to increasing diversity and inclusion in apprenticeship programs in a range of sectors and industries.
- The Bureau also administers the Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program, which encourages women's employment in underrepresented occupations. The grant helps community-based organizations provide technical assistance and support services to increase women's participation in pre-apprenticeship and apprenticeship programs in a wide range of sectors, and helps women enter and succeed in those jobs.
 - ✓ Since 2017, the Bureau has awarded approximately \$2.9 million in WANTO grants to community-based organizations across the country. We aim to continue growing the success of the grant program by expanding it to new industries and sectors.
- The Women's Bureau also collaborates with U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) to promote women's workplace safety and security by working closely with unions and various associations to address the issues that matter to women in a wide range of sectors.
- To help expand access to apprenticeships, the Women's Bureau promotes paid parental leave and explores innovative solutions that help families access quality, affordable child care.